



NOTICE TO EMPLOYEES

Minimum Wage and Earned Sick and Safe Time (ESST) ordinances apply to employees performing work within the geographical boundaries of Saint Paul



EARNED SICK AND SAFE TIME

What can you use ESST for?



For yourself or a family member's mental or physical illness, including preventative medical care.



Reasons related to domestic violence, sexual assault, or stalking.



School or work closure because of exposure to an infectious agent.



How do you accrue and use ESST?

- Employees accrue a minimum of 1 hour of ESST for every 30 hours worked.
- Employees begin accruing ESST on their 1st day of work and are allowed to use accrued ESST after working 80 hours in a year for the employer.
- Employers must allow an employee to accrue a minimum of 48 hours of ESST every year and carry over up to 80 hours of unused ESST hours after the employee's first year.
- Documentation may only be requested for ESST absences of longer than 3 days

Retaliation is Illegal

MINIMUM WAGE INCREASES

The Saint Paul Minimum Wage is updated annually

| Business Size | 2024 Minimum Wage | 2025 Minimum Wage |
|----------------------------------------|---------------------------------------|-----------------------------------------|
| Macro (10,001+ employees) | \$15.57 Effective January 1 | City Rate Effective January 1 |
| Large (101-10,000 employees) | \$15.57 Effective July 1 | City Rate Effective July 1 |
| Small (6-100 employees) | \$14.00 Effective July 1 | \$15.00 Effective July 1 |
| Micro (5 or fewer employees) | \$12.25 Effective July 1 | \$13.25 Effective July 1 |

REPORT A VIOLATION

If you believe your rights to ESST or Minimum Wage has been violated, you can file a complaint with HREEO using any of these methods:



651-266-8966



LaborStandards@stpaul.gov



stpaul.gov/laborstandards



15 W Kellogg Blvd, Suite 280, Saint Paul, MN 55102

Employees also have a right to bring a civil action if they believe their right to ESST or Minimum Wage has been violated.



Language interpretation, translation, and accommodations are available upon request